



WSD Personnel

Washington State
Workforce
Diversity
Program

EQUAL OPPORTUNITY

Washington State Workforce Diversity Program

Building a Diverse State Workforce

The Washington State Diversity Program actively develops a diverse workforce through:

- **Outreach** to organizations serving groups who are under-represented in state government. Most state agencies have human resource staff that play a key role in Washington State's Workforce Diversity Program.
- **Orientations** that provide information about the state's recruitment procedures.
- **Special** testing and reasonable accommodation for individuals with disabilities.
- **Assistance** to state agencies and institutions of higher education in the development of Affirmative Action plans and guidance regarding policy.
- **Financial** loans to state agencies and institutions of higher education through the Disability Accommodation Revolving Fund to provide accommodation for persons with disabilities.

For more information

Please visit the Department of Personnel's web site at <http://www.dop.wa.gov>

Contact

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As an employer, the state of Washington is committed to a workforce that reflects the state's diversity in culture, race, ethnicity and gender.



HR
WSD Personnel



“Given the increasing globalization of the marketplace, all of us can benefit from working with, and learning from, the cultures that contribute to the rich tapestry of influences within the Pacific Northwest.”

-- Governor Christine O. Gregoire

Categories of Under-Representation



Age

A person over 40 years of age.

American Indian or Alaskan Native

A person with origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community recognition.

African American

A person with origins in any of the black racial groups of Africa who is not of Hispanic origin.



Asian or Pacific Islander

A person with origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. For example, China, Japan, North and South Korea, the Philippines and Samoa.

Disabled Veterans

A person entitled to compensation under laws administered by the Veterans Administration for disability rated at 30 percent or more (10-20 percent if determined by the U.S. Department of Veterans Affairs to have a serious employment handicap), or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty

Hispanic

A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin regardless of race. Individuals from Portugal, Brazil, Guyana, Surinam, or Trinidad would be classified according to their race and would not necessarily be included in the Hispanic category.

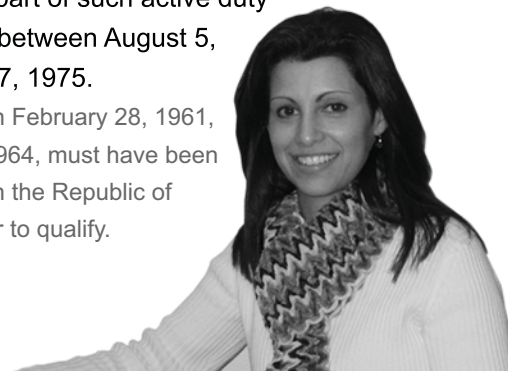
Persons with Disabilities

Persons with a physical, mental, or sensory impairment which substantially limits one or more major life activities. The impairment must be material rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy, or surgical means.

Vietnam-Era Veteran

A person who served on active duty for more than 180 days, any part of which occurred between February 28, 1961*, and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge; or who was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975.

* Service between February 28, 1961, and August 5, 1964, must have been performed within the Republic of Vietnam in order to qualify.



Women

